

DEPARTMENTAL OPEN EXAMINATION  
STATEWIDE  
AV60/0279

CONTINUOUS FILING

An equal opportunity employer to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation. It is an objective of the State of California to achieve a drug-free state workplace. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

WHO SHOULD APPLY	Applicants who meet the minimum qualifications as stated below. This is a departmental open examination. Applications will not be accepted on a promotional basis. Career Credits do not apply and Veterans preference credits will be granted.
CONTINUOUS FILING INFORMATION	<p>The testing office will accept applications continuously and will notify and test applicants as needs warrant. <b>Testing is considered continuous</b> as closing dates (final filing dates) can be set at any time and eligible lists are merged. Applications postmarked, personally delivered or received via interoffice mail after the closing date will be held over for the next examination.</p> <p><b>A candidate may be tested only once during a testing period.</b> The testing period for this examination is 12 months. The beginning of the testing period is based upon when an individual is placed on the eligible list. <b>A person may not be examined more than once in a testing period. Therefore, if you have taken this examination within the last 12 months, you are not eligible to apply or compete in this examination.</b> You must submit a state application (Form STD 678) to each testing period.</p>
HOW TO APPLY	<p><u>SUBMIT APPLICATIONS (FORM STD 678) TO THE FOLLOWING ADDRESS:</u></p> <p>California Department of Food and Agriculture Examination Unit Attention: Rhoda Jones 1220 “N” Street, Suite A-151 Sacramento, California 95814</p>
TESTING METHOD	<p><b>DO NOT SUBMIT APPLICATIONS TO THE STATE PERSONNEL BOARD.</b></p> <p>The testing method used may be one or a combination of the following: <b>ORAL OR WRITTEN EXAMINATION, EDUCATION &amp; EXPERIENCE, SUPPLEMENTAL APPLICATION.</b></p>
SPECIAL TESTING ARRANGEMENTS	If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the “Application for Examination.” You will be contacted to make specific arrangements. If you have not been contacted by the time you receive a notice to appear at a test, call the Department of Food and Agriculture Exam Unit at (916) 654-0422.
REQUIRED IDENTIFICATION	<p><i>NOTE: Applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.</i></p>
SALARY RANGE	<b>\$3750 - \$4520</b>
ELIGIBLE LIST INFORMATION	<p>A Departmental “Open” list will be established for the California Department of Food and Agriculture. Names of successful competitors are merged into the list in order of final scores, regardless of date. Eligibility expires 12 months after it is established.</p>
REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION	<p><b><i>NOTE: IT IS YOUR RESPONSIBILITY TO MAKE SURE YOU MEET THE EDUCATION AND/OR EXPERIENCE REQUIREMENTS AS STATED BELOW. YOUR SIGNATURE ON YOUR APPLICATION INDICATES THAT YOU HAVE READ, UNDERSTOOD, AND POSSESS THE BASIC QUALIFICATIONS REQUIRED.</i></b></p> <p><b><i>NOTE: ALL APPLICATIONS/RESUMES MUST INCLUDE: “TO” AND “FROM” DATES (MONTH/DAY/YEAR); TIME BASE, AND JOB TITLES. APPLICATIONS/RESUMES RECEIVED WITHOUT THIS INFORMATION MAY BE REJECTED.</i></b></p>
MINIMUM QUALIFICATIONS	<p>Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as "Either" I, "Or" II, "Or" III, etc. For example, candidates possessing qualifying experience amounting to 50 percent of the required time of Pattern I, and additional experience amounting to 50 percent of the required time of Pattern II, may be admitted to the examination as meeting 100 percent of the overall experience requirement.</p> <p><b><u>Either I</u></b></p> <p>One year of experience performing the duties of a Meat Food Inspector, Range B, in the California state service.</p> <p><b><u>Or II</u></b></p> <p>Three years of experience in a public agency in inspection and enforcement work pertaining to meat and meat products, two years of which must have been in a supervisory capacity or in slaughter inspection.</p>

<b>SUPERVISING MEAT INSPECTOR</b>	<b><i>CONTINUOUS FILING</i></b>
<b>SPECIAL MEDICAL REQUIREMENT</b>	Color vision adequate to successfully perform the job as measured by the Ishihara Pseudo-Chromatic Plate Test or for persons failing the Ishihara, the Farnworth D-15 Arrangement Test.
<b>POSITION DESCRIPTION</b>	<p>Under direction, either (1) to supervise inspectors in the meat processing plant inspection program in an assigned area; to enforce State and Federal meat processing and plant inspection laws; to investigate violations of these laws; or (2) in a staff assignment to assist in conducting special technical studies and projects in connection with the administration of specific statewide programs relating to meat hygiene.</p> <p>Plans, assigns and reviews the work of a large staff of meat food inspectors who are assigned to inspect meat processing establishments for compliance with the provisions of the State and Federal laws and regulations governing sanitation, wholesomeness, labeling and related requirements of meat, poultry meat and meat products; trains inspectors, evaluates their performance and recommends appropriate action; regularly visits meat processing establishments to ensure uniformity of inspection and gives advice and guidance to inspectors and processors; makes special investigations of violations of the law and complaints concerning meat and meat products; holds informal hearings on suspected violations; confers with representatives of the meat processing industry concerning sanitation, labeling and related meat processing problems; conducts establishment surveys and program evaluation and review; compiles data pertaining to livestock and poultry diseases; makes recommendations for program changes and control; performs sick and vacation relief work; and to do other related work.</p>
<b>EXAMINATION INFORMATION</b>	<p>This examination will consist of a Qualification Appraisal Interview only. The interview will include a number of predetermined job-related questions.</p> <p><i>Competitors who do not appear for the interview will be disqualified.</i></p> <p>In order to obtain a position on the eligible list, a minimum rating of 70% must be attained in the interview.</p>
<b>QUALIFICATIONS APPRAISAL INTERVIEW – WEIGHTED 100%</b>	
<b>SCOPE OF EXAM</b>	<p><i>The California Department of Food and Agriculture and the State Personnel Board reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.</i></p>
<b>AND</b>	<p>In addition to evaluating the competitor’s relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitors:</p>
<b>SCOPE OF ON-THE-JOB KNOWLEDE AND ABILITIES</b>	<p><b>A. Knowledge of:</b></p> <ol style="list-style-type: none"><li>Meat inspection techniques;</li><li>Provisions of State and Federal laws and regulations relating to meat processing plants;</li><li>Methods, materials and equipment used in slaughtering, cutting curing, smoking and otherwise preparing meat, poultry meat and meat food products for human consumption;</li><li>Principles and techniques of personnel management and supervision;</li><li>Manager’s/Supervisor’s responsibility for promoting equal opportunity in hiring and employee development and promotion, and for maintaining a work environment that is free of discrimination and harassment.</li></ol> <p><b>B. Ability to:</b></p> <ol style="list-style-type: none"><li>Communicate effectively at a level required for successful job performance;</li><li>Plan, organize and direct the work of others;</li><li>Detect unwholesome meat and meat products and recognize unsatisfactory equipment, plant facilities and methods;</li><li>Establish and maintain cooperative relations with those contacted in the work;</li><li>Analyze situations accurately and adopt an effective course of action;</li><li>Write reports and dictate correspondence;</li><li>Effectively promote equal opportunity in employment and maintain a work environment that is free of discrimination and harassment.</li></ol>
<b>EDUCATION AND EXPERIENCE</b>	<p>If conditions warrant, this examination may utilize an evaluation of each competitor’s experience and education compared to a standard developed from the class specification. For this reason, it is especially important that each candidate take special care in accurately and completely filling out his or her application. List all experience relevant to the “Requirements for Admittance to the Examination” shown on this announcement, even if that experience goes beyond the seven-year limit printed on the application. Supplementary information will be accepted, but read the “Requirements for Admittance to the Examination” carefully to see what kind of information will be useful to the staff doing the evaluation.</p>
<b>CAREER CREDITS</b>	Career Credits do not apply in this examination.
<b>VETERANS PREFERENCE</b>	Veterans preference credits will be added to the final score of all competitors who are successful in this examination and who qualify for, and have requested these points. Due to changes in the law, which were effective January 1, 1996, veterans who have achieved permanent civil service status are not eligible to receive veterans’ preference points.
<b>QUESTIONS?</b>	If you have any questions regarding this announcement, please contact the California Department of Food and Agriculture, Examination Unit, 1220 N Street, Suite A-151 Sacramento, CA 95814, (916) 654-0422.

**GENERAL INFORMATION**

**The California Department of Food and Agriculture and the State Personnel Board** reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

**Americans with Disabilities Act, Title II:** The California Department of Food and Agriculture (CDFA) is committed to a strong policy of equal employment opportunity. To this end, CDFA does not discriminate against or exclude any person from participating in the employment process, advancement, benefits of employment, or in the admission and access to programs or activities administered by CDFA on the basis of:

**GENERAL INFORMATION CONTINUED...**

race; color; national origin; ancestry; religion; creed; sex; marital status; sexual orientation; pregnancy; age; veteran status; political affiliation; or disability (including AIDS) as required by Title II of the Americans with Disabilities Act (ADA). Reasonable accommodations for qualified individuals with disabilities will be made available upon request. Candidates must be able to perform the essential functions of the position with or without reasonable accommodations.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. If an offer of employment is made, a medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required. All job offers are subject to an approval process.

**If you meet the requirements** stated you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on the other side of this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

**Applications** are available at State Personnel Board offices, local offices of the Employment Development Department and the Department noted on the front.

**It is the candidate's responsibility** to contact the California Department of Food and Agriculture Examinations Unit three (3) days prior to the written test date if s/he has not received his/her notice.

**If a candidate's notice** of oral interview or performance test fails to reach him/her prior to the day of the interview due to a verified postal error, s/he will be rescheduled upon written request.

**For an examination** without a written feature it is the candidate's responsibility to contact the California Department of Food and Agriculture Examinations Unit at (916) 654-0422 three (3) weeks after the final filing date if s/he has not received a progress notice.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, oral interviews are scheduled in Sacramento, San Francisco, and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: ① sub-divisional promotional, ② departmental promotional, ③ multi-departmental promotional, ④ service-wide promotional, ⑤ departmental open, ⑥ open. Eligible lists will expire in from one (1) to four (4) years unless otherwise stated on this bulletin.

**Interview Scope:** If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel may consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight may be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development; and the progress s/he has made in his/her efforts toward self-development.

**Veterans Preference:** California law limits the granting of veterans preference credits to entrance examinations. Directions for applying for veterans preference are on the Veterans Preference Application form which is available from State Personnel Board office or written test proctors.

**High School Equivalence:** Equivalence to completion of the twelfth (12th) grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

*TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device.*

CALIFORNIA RELAY (TELEPHONE) SERVICE FOR THE DEAF OR HEARING IMPAIRED:  
FROM TDD PHONES: 1-800-735-2929 FROM VOICE PHONES: 1-800-735-2922